

Senior HR Manager

Location North East | **Salary** Competitive salary plus excellent benefits

Overview

Our client is a complex, community-minded institution based in County Durham.

We are delighted to be working with them exclusively to recruit a permanent Senior HR Manager who will lead and support all aspects of HR across the organisation. The position will provide a professional, proactive and supportive HR service to line managers in addition to supporting the organisation in the delivery of the People agenda. The successful candidate will be accountable for the provision of full generalist HR advice in line with current employment legislation as well as the continuous review of HR policies and procedures.

For the right candidate, Part Time will also be considered.

Job Description

Main responsibilities and accountabilities will include the following:

- Support the Leadership Team in the development and implementation of HR strategy, policies and procedures, and organisational development for employees.
- Build and maintain effective relationships with key stakeholders to ensure HR is able to support the organisation's objectives around engagement, wellbeing, reward and retention.
- Support the planning and development of people-related projects.
- Develop and implement effective HR reporting and analysis to inform management and governance.
- Provide advice and guidance on HR support, best practice and employment legislation to all stakeholders.
- Coach and support managers ensuring good practice across the whole employment lifecycle.
- Manage complex employee relations issues including performance management, redundancies, TUPE and disciplinarys and grievances.
- Develop and implement HR related policies and being the lead on the following HR disciplines: Employee Relations; recruitment and retention; Development of performance management processes; and Leadership and Development.
- Manage the HR budget.
- Line management of a HR Advisor.
- Act as a lead for engagement and participate in community-based activities.

Person Specification

The successful candidate will have demonstrable experience at the HR Manager/ Senior HR Manager level within a full generalist role. Proven experience in the development and implementation of strategy, policies, processes and reporting will be important as well as a passion for promoting a value-add HR service to enhance engagement. CIPD or relevant HR qualification is desirable.

0191 488 4955 | info@michellesimpsonhr.co.uk